Kirtlington
C.E. School

Equality Statement

Reviewed and approved by: FGB

Reviewed: March 2026

Future Review: March 2027

At Kirtlington CE Primary School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership, or age. We aim to develop a culture of inclusion and diversity in which everyone connected to the school feels proud of their identity and able to participate fully in school life.

We believe equality is at the heart of effective education. Our vision and values emphasise respect, fairness and inclusion for all children, adults and the wider community. All personnel share responsibility for implementing this in their everyday practice.

Legal Framework

The Equality Act 2010 protects pupils and others from discrimination, harassment and victimisation in relation to the protected characteristics listed above. As a maintained school, we must also comply with the Public Sector Equality Duty (PSED) in section 149 of the Equality Act. In exercising our functions, we have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The specific duties require us to:

- Publish information annually to demonstrate compliance with the PSED
- Set and publish Equality Objectives at least every 4 years that are specific and measurable

Our equality information and current Equality Objectives are published on our website and are kept under regular review. We also monitor the impact of our policies and practices on different pupil groups and take proportionate action where needed.
We recognise that these duties reflect international human rights standards, including the UN Convention on the Rights of the Child, the UN Convention on the Rights of Persons with Disabilities, and the Human Rights Act 1998.

Our Equality Statement is based on the principles above and aims to ensure that all pupils and members of staff at our school are provided with opportunities to fulfil their potential, and that barriers to participation, progress and wellbeing are identified and addressed, regardless of their protected characteristics, so that every member of our school community can thrive and participate fully in school life.